Perpetual GROUP

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25 September 2026

ASX Limited
ASX Market Announcements Office
Level 27, 39 Martin Place
Sydney NSW 2000

Perpetual Limited – Sustainability Report

The following announcement to the market is provided:

- ✓ Sustainability Report 2026

Yours sincerely,

Sylvie Dimarco
Company Secretary
(Authorising Officer)

Sustainability Report
2026

Perpetual GROUP

Perpetual Group is an ASX-listed global financial services firm providing asset management, wealth management and trustee services to local and international clients.

Our clients include Australian and international institutions, not-for-profit organisations, private businesses, financial advisers, individuals and families. Through our leading brands across Asset Management, Wealth Management and Corporate Trust, we help clients protect and grow their wealth, supported by a global footprint spanning Australia, Asia, Europe, the United Kingdom and the United States.

Contents

Acknowledgement of Country

Perpetual acknowledges Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the Traditional Custodians of the lands on which our Company is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present. Perpetual is committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Our reporting suite

This report forms part of Perpetual Group's annual reporting suite, which also includes our Annual Report (incl. our Climate report) and Corporate Governance Statement.

Visit: **perpetual.com.au/shareholders/reports-and-presentations/** for more

Annual Report | Corporate Governance Statement | Sustainability Report

A message from our Chief Executive Officer and our Chief Risk Officer

Sustainability remains an important contributor to long-term value creation at Perpetual. It supports our ability to attract and retain talent, strengthen relationships with clients and communities, and respond to evolving regulatory and market expectations.

In FY26, Perpetual undertook a comprehensive review of our sustainability approach, simplifying our approach and focusing on the areas where we can deliver meaningful impact.

Perpetual's priority sustainability matters were assessed through engagement with the Board, Executive Committee, Investor Relations and our employees. Employee feedback demonstrated strong support, with 71% indicating sustainability is important for the business to address, reinforcing our commitment to operating as a responsible business. Diversity, equity and inclusion, and community giving emerged as key themes. These insights, combined with external specialist advice and peer benchmarking, informed a streamlined set of commitments across three pillars: People, Environment and Communities.

Our new Sustainability Strategy provides a clear and focused framework for managing sustainability at Perpetual. Underpinned by targets and actions, it aligns with our operating model and supports consistent reporting on the sustainability matters most relevant to our business and stakeholders. FY26 establishes the baseline for this new approach, and in future years we will report on our progress against the strategy's commitments, including performance against targets.

We look forward to sharing our progress over time as we deliver against our commitments and contribute to sustainable long-term value creation.

Bernard Reilly
Chief Executive Officer and Managing Director

Allan Lo Proto
Chief Risk Officer

Shaping our new strategy

Perpetual's sustainability strategy reflects our commitment to being a responsible business that supports our people, acts with integrity, and creates long-term value for our shareholders, clients and the communities in which we operate.

Our strategic priorities were identified through a comprehensive review of our sustainability approach, which assessed the issues most material to our business and stakeholders.

Our FY27–FY31 sustainability strategy

People

Promote and retain a high-performing and diverse workforce

Strategic priorities

- Ensure a level playing field for all employees
- Provide employees a safe and supportive high-performance environment for all
- Ensure people feel valued and able to bring their unique self to work.

Environment

Advance climate resilience in our business

Strategic priorities

- Strengthen climate resilience of the global business
- Enhance our response to physical and transition climate-related risks and opportunities.

Communities

Support enduring prosperity for communities where we live and work

Strategic priorities

- Contribute to thriving communities where we live and work
- Enable locally led delivery across our global footprint
- Focus investment on priority areas: sustainability, financial wellbeing, health and wellbeing, education, human rights and reconciliation.

People

Promote and retain a high-performing and diverse workforce

We are committed to promoting and retaining a high performing and diverse workforce where all employees can thrive. Our approach focuses on fostering an inclusive culture that enables strong performance, supports wellbeing and values diversity.

Our strategic priorities

Ensure a level playing field for all employees.

Provide a safe and supportive high-performance environment for all.

Ensure people feel valued and bring their unique self to work.

Our targets

40%

women on the board by FY31.

40%

women in leadership by FY31.

25%

Increase female representation in investment professionals to 25% by FY31.

80%

of our people feel that Perpetual welcomes diverse people and views.

75%

of our people feel that Perpetual supports their wellbeing.

65%

of our people feel motivated and advocate that Perpetual is a great place to work.

Our actions

- **Strengthen** accountability through a refreshed executive scorecard aligned to our FY27–FY31 sustainability strategy and enhanced succession planning across the business.
- **Maintain** targeted talent pipelines to support increased representation of women in leadership, asset management and finance roles.
- **Support** the continued development of inclusive leadership capabilities across people leaders.
- **Implement** refreshed wellbeing initiatives and benefits to support employee health, wellbeing and engagement.
- **Continue** delivering targeted employee events and opportunities that support inclusion and connection.

Environment

Advance climate resilience in our business

We are strengthening the climate resilience of our business to support long term value creation. This includes managing physical and transition climate-related risks and enhancing the resilience of our operations and decision making.

Our strategic priorities

Strengthen climate resilience across the global business.

Enhance response to physical and transition climate-related risks and opportunities.

Our targets

Net zero across Scope 1 and 2 operational emissions.

In FY28 we will explore:

- Scope 3 operational emissions reduction levers.
- Scope 3 financed emissions risk management and opportunities.

Our actions

- **Continue** supporting the transition to net zero operational emissions using renewable energy across our operations.
- **Strengthen** operational emissions data management practices to improve the quality and completeness of Scope 1 and Scope 2 emissions reporting.
- **Implement** and maintain a climate playbook to support the ongoing identification, assessment and management of climate-related risks and opportunities.

Communities

Support enduring prosperity for communities where we live and work

We aim to contribute to thriving communities where we live and work. This includes supporting employee giving and volunteering, empowering locally led initiatives, and investing in programs that deliver positive community outcomes.

Our strategic priorities

Contribute to thriving communities where we live and work, through giving and volunteering.

Enable locally led delivery across our global footprint.

Focus investment on priority areas: sustainability, financial wellbeing, health and wellbeing, education, human rights and reconciliation.

Our targets

Deliver purposeful giving back to the communities where we operate.

Our actions

- **Establish** partnerships in alignment with our strategic priorities, where we live and work.
- **Enhance** employee volunteering opportunities through strategic community partnerships, aligned with Perpetual's community leave program.
- **Strengthen** partnerships with First Nations organisations to support meaningful, respectful and mutually beneficial engagement.

Key performance indicators and metrics

People

FY27–31 targets	Description	FY26
40% women on the board by FY31.	Perpetual Limited Board	29%
40% women in leadership by FY31.	Global	34%
Increase female representation in investment professionals to 25% by FY31.	Global	18%
80%+ of our people feel that Perpetual welcomes diverse people and views.	Global	82%
75%+ of our people feel that Perpetual supports their wellbeing.	Global	67%
65% of our people feel motivated and advocate that Perpetual is a great place to work.	Global	64%

Environment

GHG emissions metrics for our operations in FY26[1]

FY27–31 target	Metric (unit TCO^2-e)[2]	FY26
Net zero across Scope 1 and 2 operational emissions	**Scope 1: Direct GHG emissions**[3] Natural gas, diesel and refrigerants.	55
	Scope 2: Indirect GHG emissions Location-based electricity consumption.	978
	Scope 2: Market-based emissions.	0[4]

1. Based on operational control boundary setting approach.
2. Please refer to pages 57–60 of our Climate report (within the FY26 Annual Report), which details scope 1 & 2 sources, methodology, emission factors, and assumptions and estimates used for calculations.
3. Includes direct GHG emissions from natural gas usage, fuel use and refrigerants.
4. Our Scope 2 market base emissions are zero, which is the result of purchasing relevant jurisdictional renewable energy certificates for our office energy consumption. Please refer to page 60 of the Climate Report (within the FY26 Annual Report) for further details of our renewable electricity instruments purchased.

Key performance indicators and metrics

Environment cont.

Financed emissions[5] for our equities and fixed income (corporate debt) investments in FY26[6]

Metric	Description	Asset class	Emissions	FY26[7]
Total carbon emissions[8] (Million tCO_2-e)	Absolute GHG emissions associated with a portfolio, expressed in tonnes CO_2-e.	Equity	Scope 1	5.72
			Scope 2	1.29
			Scope 3	74.59
		Corporate bonds	Scope 1	0.36
			Scope 2	0.04
			Scope 3	3.5
Weighted average carbon intensity[9] (tCO_2-e/$m revenue)	A portfolio's exposure to carbon-intensive companies, expressed in tonnes CO_2-e/$m revenue.	Equity	Scope 1 and 2	118.58
		Corporate bonds		144.91

Communities

FY27–31 target	Description	FY26
Deliver purposeful giving back to the communities where we operate	To commence in FY27	NA

5. Covers 74% of total combined Asset Management and Wealth Management AUM as at 30 June 2026. It does not include funds under administration from our Corporate Trust division or funds under advice for our Wealth Management division. Further, it does not include assets or investment vehicles like cash and ETFs where we cannot obtain data nor see through to the underlying assets.
6. Source: ISS ESG Data as of 30 June 2026. Includes equity and fixed income (corporate debt) holdings in our asset management and wealth management divisions where our ESG data provider has coverage. Our reporting adheres to the GHG Protocol "operational control" approach.
7. FY26 financed emissions metrics have been disclosed to provide a view of our current position ahead of our FY25–FY31 sustainability strategy. We continue to monitor year-on-year performance internally and will expand our climate-related investment disclosures in future reporting periods.
8. Financed emissions are calculated in accordance with the PCAF Financed Emissions Standard and attributed to holdings based on the proportion of financing provided. For listed equity and corporate bond investments, the attribution factor is calculated using Enterprise Value Including Cash (EVIC). Where EVIC is unavailable, total debt is used.
9. Weighted Average Carbon Intensity (WACI) measures the portfolio's exposure to carbon-intensive companies. It is calculated by weighting each holding's Scope 1 and 2 emissions intensity (tCO_2-e/$m revenue) according to its proportion of the total portfolio value.

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